



STATE OF WASHINGTON

HUMAN RIGHTS COMMISSION

711 South Capitol Way, Suite 402 • PO Box 42490 • Olympia, Washington 98504-2490

(360) 753-6770 • 1-800-233-3247 • FAX (360) 586-2282

<http://www.wa.gov/hrc>

June 4, 2003

PERSONAL & CONFIDENTIAL
ADDRESSEE ONLY

VIA FEDERAL EXPRESS

Rudy Vasquez, Chair
Washington State Human Rights Commission

[REDACTED]
[REDACTED]

Dear Chair Vasquez:

It is with regret that, for the health of the organization, I tender my resignation to the Commission from my position as Executive Director of the Washington State Human Rights Commission, effective July 11, 2003.

I want what is best for the organization. I leave with a great feeling of accomplishment in the restructuring of operations, increased accountability and increased efficiency within the HRC that we effected on my watch and with the understanding that these kinds of changes often stir up employee resentment. The time has come for me to move on and allow a new Executive Director to come in and run the restructured operation. I care deeply about furthering human rights for the people of Washington and will be delighted to aid the Commission in any way I can in this transition.

Sincerely,

Susan "Sue" J. Jordan

cc: Stewart Johnston (Via Facsimile 360-664-4170)

(Attachment One)





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June 9, 2003

Susan (Sue) J. Jordan
[REDACTED]
[REDACTED]

Dear Ms. Jordan:

On behalf of the Washington State Human Rights Commission, I wish to acknowledge receipt and acceptance of your letter dated June 4, 2003, announcing your decision to resign as Executive Director of the Commission, effective July 11, 2003.

The Commission wishes to recognize and acknowledge your many accomplishments during your tenure as Executive Director. When you were hired as Executive Director, you were asked to lead the agency in a new direction by restructuring operations, improving case processing efficiencies, and reducing our substantial backlog of outstanding discrimination complaints.

Your prior experience as Deputy Administrator of the Civil Rights Division within the Oregon Bureau of Labor and Industries, combined with your noteworthy expertise in state and federal civil rights laws, demonstrated that you were well-suited for taking on this mission. Indeed, under your oversight and direction the agency has initiated additional training and emphasis on complaint mediation, expanded education and outreach efforts, strengthened existing partnerships and created new partnerships with other civil rights agencies and funding sources, and successfully completed a comprehensive review and revision of all agency rules.

During your tenure you also worked closely with the Case Processing Committee in devising and implementing case processing efficiencies which enabled the agency to eliminate a backlog of over 1500 discrimination complaints and dramatically reduce case investigation timeframes. Significantly, the agency's achievements in improving case management practices were singled out for recognition when the agency received the Governor's Award for Service and Quality Improvement in November, 1999.

We thank you once again for your dedication and diligence in furthering human rights for the people of Washington and assisting this Commission in meeting the new economic challenges of the future. The Commission appreciates your willingness to assist us through the upcoming transition process, and wishes you well in your future endeavors.

Sincerely,


Rudy Vasquez, Chair



(Attachment Two)

